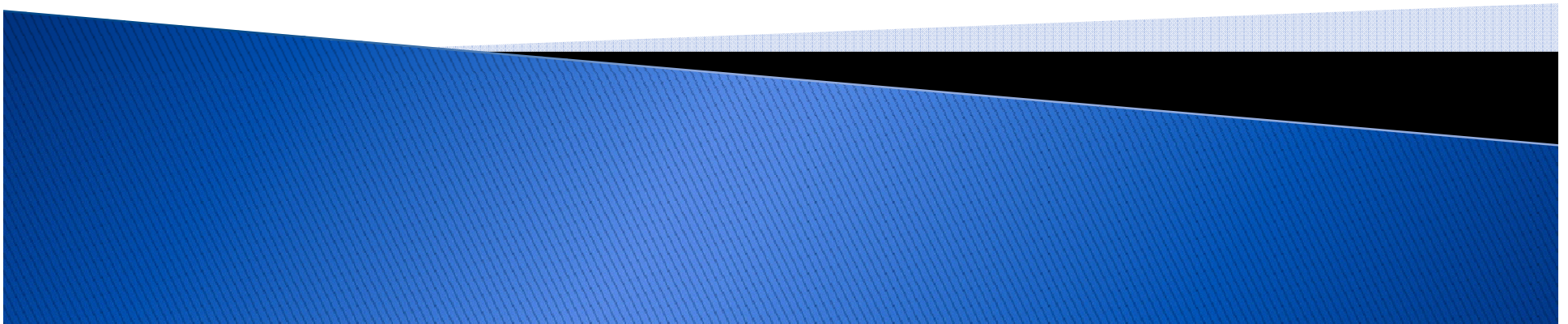


Presentation to the Bethlehem Town Board by the Ethics Advisory Group

Co-Chairs

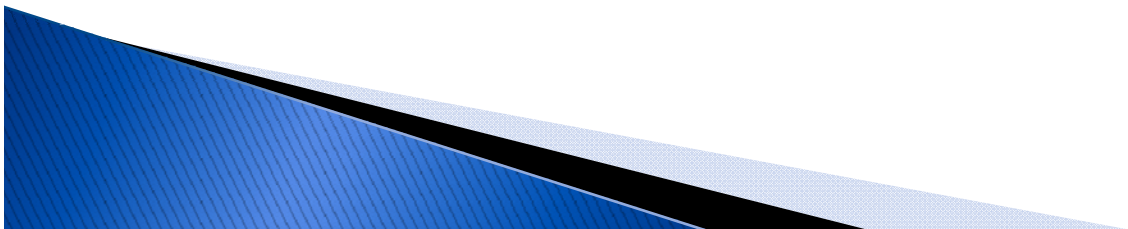
John Hudacs, Kevin Crawford

April 25, 2012



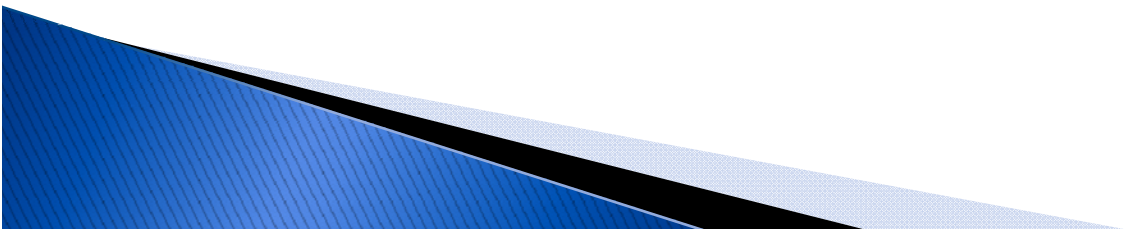
Ethics Advisory Group

- Who we are
- What we were tasked with doing:
 - crafting options for the Town Board to consider
 - to improve/update the Town's current Ethics Code and Board



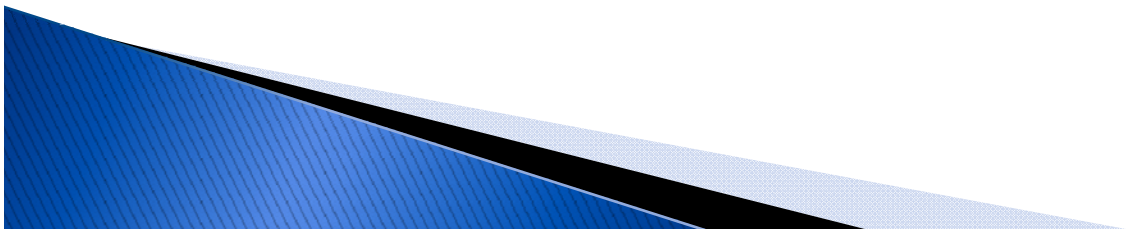
How we approached our task

- Used the State Comptroller's Model Ethics Policy as a starting point
- Adapted it to fit Bethlehem's needs



Purpose of the Ethics Code

- To ensure honest and ethical behavior
- To give guidance for all Town officers and employees
- To engender and maintain public confidence



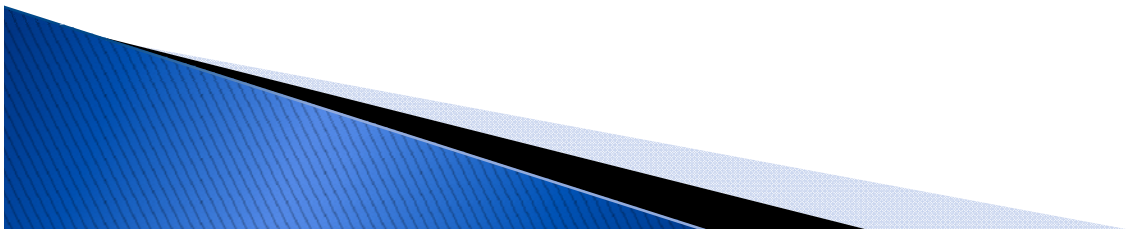
We propose:

- Eliminating current 3-member Town Ethics Board
- Replacing it with a 5-member Town Ethics Board
 - No more than 2 members of any single political party
 - Staggered terms
 - No elected officials or town employees



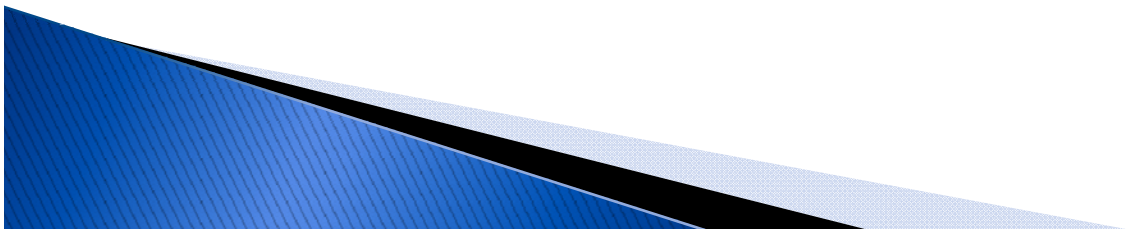
How the Ethics Board will work

- Will provide advice to Town officials and employees upon request
- Will investigate/consider sworn complaints and will recommend action to Town Board where violations are found



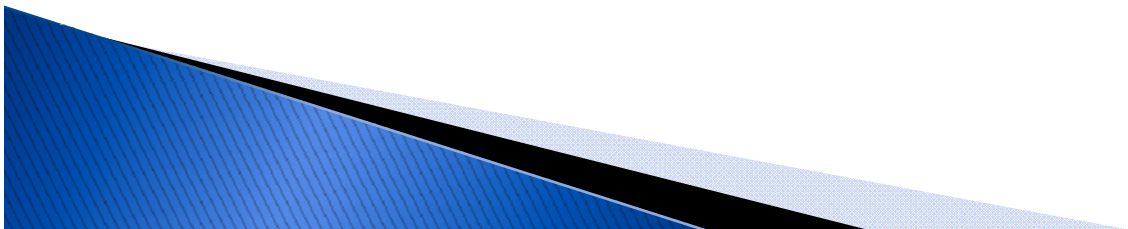
Existing Code Standards

- ▶ restrictions on confidential information; representation before own agency or representation for a contingency fee
- ▶ requires disclosure of interest in legislation
- ▶ prohibits investments in conflict with official duties
- ▶ restricts private employment if a conflict of interest or impairs discharge of official duties; future employment appearances
- ▶ limits gifts



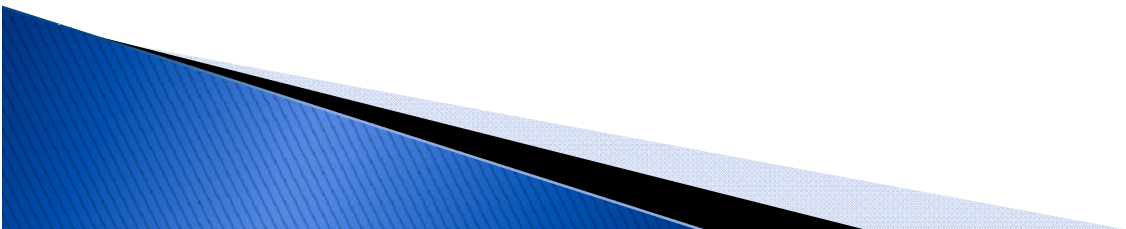
Proposed Standards of Conduct

- Prohibits use of position for personal/private gain *
- Prohibits receipt of gifts/favors by Town officers/employees
- Restricts future employment with entities that do business with the town
- Prohibits personal use of municipal resources *



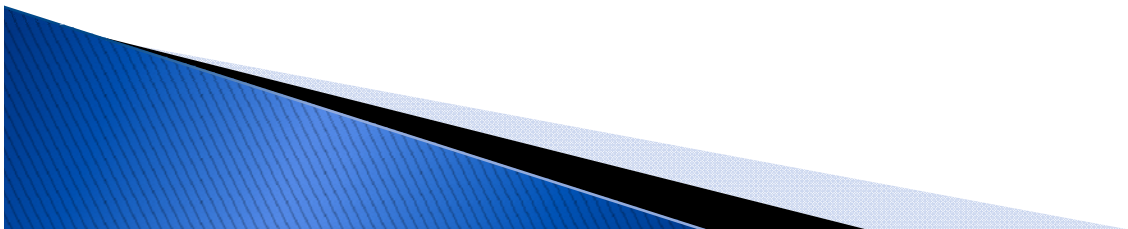
Proposed Standards (continued)

- Requires recusal *
- No political activity on Town time/premises *
- no political solicitations *
- Addresses nepotism *



Posting, Distribution and Training

- Requires town officers and employees to be trained
- Requires wide distribution and publicizing of the ethics code
- Ethics Board will work with Town Human Resources Office to provide training



Questions?

